



# Workplace Bulletin

March 31, 2009

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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## Recent Collective Bargaining Settlements

The most current summary reports of the collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. [Current Summary Reports](#) (PDF format, 126kb).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
<b>Multiprovince</b> Government of Canada Canada wide International Brotherhood of Electrical Workers (1,070 electronic technicians) <u>0288411</u>	Jan 09
Government of Canada Canada wide Public Service Alliance of Canada (80,140 administrative and program services employees) <u>1196305</u>	Jan 09
Government of Canada Canada wide Public Service Alliance of Canada (13,340 operational services employees and general services employees) <u>1196405</u>	Jan 09
Government of Canada, Canada Border Services Agency Canada wide Public Service Alliance of Canada (8,660 custom officers) <u>1368801</u>	Jan 09

A listing of all settlements, including those for which a summary report is not yet available, can be accessed at [Current Settlement Listing](#) (PDF format, 146kb).

**Negotech**



*Negotech*, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

## Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
<b>Federal Jurisdiction</b>				
<b>Public Sector</b>				
Government of Canada	Various unions	47,580	B/MED/ARB/TENT/CO	Sep 06-Jan 08
Canada Revenue Agency	PIPSC	10,440	MED	Dec 07
Canada Post Corporation	APOC	3,100	B	Mar 09
Radio-Canada (province of Quebec and city of Moncton)	Various unions	2,800	B	Mar 09
Government of Northwest Territories	PSAC	2,500	B	Mar 09
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08
National Research Council of Canada	RCEA/PIPSC	2,090	B/TENT	Mar 07/Apr 08
Marine Atlantic	CAW Canada	780	ARB	Dec 07
Canadian Food Inspection Agency	PIPSC	630	TENT	Jun 07
<b>Private Sector</b>				
Bell Canada (Ont. and Que.)	CEP	2,500	B	Nov 08/May 09
NAV CANADA	CAW Canada	2,300	B	Mar 09
Canadian National Railway Company	Teamsters	2,000	B	Dec 08

Employer	Union	Employees	Status*	Expiry Month
Greyhound Canada Transportation Group	ATU	1,050	B	Dec 08
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
<b>Provincial and Territorial Jurisdictions</b>				
<b>Public Sector</b>				
Ontario Boards of Education	ETFO	65,130	B	Aug 08
City of Toronto	CUPE	29,100	B	Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/ SGEU	24,800	B	Mar 08
City of Montréal	Various unions	15,690	B/ARB/TENT	Dec 06/Aug 08
City of Ottawa	CUPE/CIPP	10,140	B	Dec 08
City of Edmonton	Various unions	8,400	B	Dec 08
Ontario Power Generation Inc.	CUPE	6,940	B	Mar 09
City of Calgary	CUPE/Police	6,780	B	Jan 09
Ontario Hospital Association	OPSEU	6,540	ARB	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	B	Mar 09
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Manitoba Hydro	IBEW/CUPE	3,000	B	Mar 09/May 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Québec	Various unions	1,310	B/ARB	Dec 06
Prince Edward Island Department of Health	Nurses	1,200	ARB	Mar 08
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
City of Winnipeg	Firefighters	880	ARB	Dec 07

Employer	Union	Employees	Status*	Expiry Month
<b>Private Sector</b>				
Aramark Canada Facility Services Limited, Compass Group Canada Limited, Sodexo MS Canada Limited	Hospital Employees' Union	2,800	B/MED	Sep 08
National Steel Car Limited	USWA	2,170	CO	Apr 09
Cargill Ltd. (Alta.)	UFCW	1,600	B	Dec 08
No Frills Franchise Stores (Ont.)	CAW Canada	1,500	TENT	Jan 09
Cara Operations Limited (Ont.)	Teamsters	1,140	B	Jan 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

\* ARB - Arbitration  
 B - Bargaining  
 BaWS - Bargaining after work stoppage  
 CO - Conciliation  
 MED - Mediation  
 MaWS - Mediation after work stoppage

PAB - Post-arbitration bargaining  
 PCB - Post-conciliation bargaining  
 PMB - Post-mediation bargaining  
 TENT - Tentative settlement  
 WS - Work stoppage

### Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Government of Ontario	AMAPCEO	9,100	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	Mar 09
Vale Inco	USWA	3,260	May 09
Riscon Services Limited, operating as Garda of Canada (Ont.)	Teamsters	1,200	Mar 09
St. Joseph's Health Care (Ont.)	CAW Canada	1,150	Mar 09
Prince Edward Island Department of Health	IUOE	610	Mar 09

## Major Work Stoppages

Involving 500 or more employees from **March 13, 2009 to March 26, 2009**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
Canadian Red Cross - Community Health Services Sudbury, Ontario Service Employees International Union 3,500 home care workers	Not available	Mar 24/2009  Rotating strike	
Université du Québec à Montréal Montréal, Quebec Fédération des professionnelles - CSN 980 professors	Wages	Mar 16/2009 Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009  Rotating strike	Mar 10/2009 Feb 27/2009 Feb 25/2009 Feb 19/2009
Aramark Canada Ltd. Vancouver, British Columbia UNITE HERE Canada 700 food service employees	Wages	Mar 13/2009  Rotating strike	Mar 13/2009

## New Changes to WEPP to Further Protect Canadian Workers

New legislative and regulatory changes announced in Canada's Economic Action Plan have expanded the Wage Earner Protection Program (WEPP). Termination and severance pay are now included as part of eligible wages for compensation under the Program. The federal government has committed an additional \$25 million to the Program to include the new amounts eligible for payments.

Please see the complete article at [http://www.hrsdc.gc.ca/eng/labour/employment\\_standards/wepp/changes.shtml](http://www.hrsdc.gc.ca/eng/labour/employment_standards/wepp/changes.shtml).

## The Readers' Corner

The Service Canada and the Human Resources and Skills Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

### Flexible Working Hours

Throughout the past century, society has witnessed many variations in the number of hours employees work in a week. Multiple factors have had an impact on working times including: the laws and policies enacted by national and international governments; employee preferences to work additional hours to increase their annual salaries or to decrease the amount of hours they work to increase their leisure time; the economic needs of employers to maintain levels of productivity and profitability; and whether employees work in developed or developing countries. According to the International Labour Organization, few researchers have studied the issues and trends affecting employees' working hours in the developing world. Hence, most research conducted thus far has suggested policy options applicable mainly to labour markets in the developed world.

See the [Readers' Corner](#) for reading material on flexible working hours. Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the [Library](#) Web site.

## Coming in the Next Issue

- Wage Settlements—**February 2009** Analysis and Wage Data Tables
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices—4<sup>th</sup> Quarter 2008

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages

- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to [http://www.hrsdc.gc.ca/eng/labour/labour\\_relations/info\\_analysis/index.shtml](http://www.hrsdc.gc.ca/eng/labour/labour_relations/info_analysis/index.shtml) or contact

Client Services at 1-800-567-6866

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